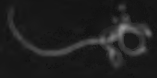
Saskatchewan
Education

Gender Equity
A Resource Directory



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Introduction

This *Gender Equity Resource Directory* was developed by Saskatchewan Education to assist Saskatchewan schools and school divisions with the implementation of gender equity. Saskatchewan Education has also developed the following publications in support of gender equity:

- *Gender Equity Policy and Guidelines for Implementation*
- *Gender Equity Policy and Guidelines for Implementation - A Summary*
- *Gender Equity Framework for Planning*
- *Selection of Fair and Equitable Learning Materials*

Saskatchewan Education's activities in support of gender equity grew out of a need to ensure that equality of opportunity and of results are realized for female and male students in the schools of Saskatchewan. The education that students receive should be based on their individual aptitudes, abilities and interests, not their gender. Saskatchewan Education recognizes that both male and female students are disadvantaged when their school environment is not gender equitable. Because both are treated in certain gender-stereotyped ways, neither may develop to their maximum potential. Although the effects are different for boys and girls, all aspects of development (intellectual, social, artistic, and physical) may be affected.

The *Gender Equity Resource Directory* was prepared to provide teachers, educational administrators and gender equity committees with information about resources that will be useful during the planning, implementation and evaluation of a gender equity program. The *Resource Directory* describes two types of resources--professional materials and community resources.

The professional materials section includes print and audiovisual resources that:

- provide background information about gender equity issues;
- show the benefits of gender equity for both females and males, and for society as a whole; and,
- show teachers how gender equity issues can be introduced and developed in classrooms.

The *Resource Directory* does not contain materials specifically designed for student use.

The community resources section of the *Resource Directory* contains information about organizations that:

- provide information about gender equity issues;
- deliver inservice or other types of training relating to gender equity issues; and,
- produce or distribute educational materials relating to gender equity.

Since the needs of individual schools are different, schools should preview and evaluate the professional resources listed in this *Directory* before acquiring them. Schools should write or phone the organizations listed in the community resources section of this *Directory* in order to determine whether the services or products offered by a particular organization are appropriate for their needs.

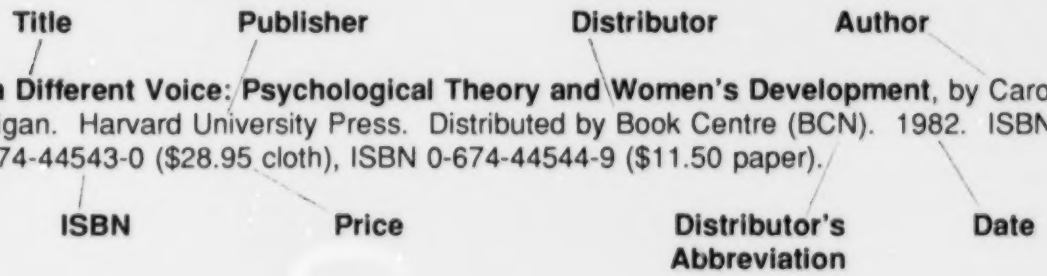
How To Use This Directory

The *Directory* is organized in three sections: professional materials, community resources, and publisher/distributor directory.

Professional Materials

Book

The materials included in this section are listed alphabetically by title. Examples of citations for the items appearing in this section follow.


Title
Publisher
Distributor
Author
In a Different Voice: Psychological Theory and Women's Development, by Carol Gilligan. Harvard University Press. Distributed by Book Centre (BCN). 1982. ISBN 0-674-44543-0 ($28.95 cloth), ISBN 0-674-44544-9 ($11.50 paper).
ISBN
Price
Distributor's Abbreviation
Date

Annotation

Gilligan argues that theories of moral development such as those of Kohlberg, Erickson and Freud are based on male experience and on the assumption that male experience is the norm. They ignore women's experience -- women's "voices." It is not surprising then that women are seen as deficient or as operating at a lower moral level than men. She asserts that this is not the case, rather women operate from a moral perspective that is different from that of men. They tend to define moral questions in terms of human need, caring and commitment while men tend to see them in terms of justice and individual autonomy. The implications of her theory are tremendous for teachers and others who deal with children and adolescents.

This is a scholarly, academic book and so is not light reading, moreover, the writing style is not always well organized. Nevertheless, it will be valuable to everyone with an interest in children's psychological development.

Audiovisual Item

Title **Media** **Producer**

Courting Equality (Videotape). Women's Legal Education and Action Fund Inc. Available for duplication at a nominal fee from Media House Productions (MHP). 1989. 25 minutes. Order No. V02924.

Date **Length** **Order No.** **Distributor** **Distributor's Abbreviation**

Annotation

A discussion among four women and flashbacks of past events are used to explore the implications of women's treatment before the law. It is recognized that equal treatment can create unfair results. A number of issues affecting women in Canadian society are discussed. The role of the Women's Legal Education and Action Fund (LEAF), an organization dedicated to achieving equality for the women of Canada by using the guarantees in the Canadian Charter of Rights, is emphasized. Would be particularly useful during the awareness stage of a gender equity project.

Periodical

Title **Designation** **Publisher** **Publisher's Abbreviation** **Frequency**

Focus (Periodical). Saskatchewan Women's Secretariat (SWS). Four times a year. (Free).

Price

Annotation

Each issue of *Focus* features profiles of Saskatchewan women. Recent themes have included women in non-traditional careers and women working in the sciences. News about educational programs and career opportunities is sometimes also included. Would be useful during the awareness stage of a gender equity project.

Community Resources

The organizations included in this section are listed alphabetically according to title. For each organization, the full name and address is provided along with a description of the services or materials provided by the organization.

Publisher/Distributor Directory

The abbreviations, enclosed in parentheses following the publisher or producer in the professional materials section, represent the Canadian distributor. The full names and addresses of these companies are given in the publisher/distributor directory.

Note: All prices in this *Resource Directory*, were correct at time of publication but are subject to change. Prices given do not include G.S.T. or provincial sales tax. The abbreviations "C" and "U.S." following the price refer to Canadian and American funds.

Professional Materials

Attention: Women at Work (Videotape). National Film Board. Available for duplication at a nominal fee from Media House Productions (MHP). 1983. 29 minutes. Order No. V02782.

In this documentary about women in non-traditional jobs, a hovercraft pilot, an architect and two construction journeywomen speak of their success in a male-dominated workplace and the difficulties they had to overcome. Each one offers practical advice on the choice of a career. These career portraits are intercut with a discussion among teenaged girls about the factors that influence career choices: sex-role stereotyping, fear of failure, self-image, marriage, motherhood, family expectations.

Would be useful during the awareness phase of a gender equity project to illustrate the many opportunities available to female students who have the personal initiative and the support from parents and teachers needed to take advantage of them.

A Capella: A Report on the Realities, Concerns, Expectations and Barriers Experienced by Adolescent Women in Canada. Canadian Teachers' Federation (CTF). 1990. (Free).

In June of 1990, the Canadian Teachers' Federation conducted a major study of teenage girls. The report of this study is called *A Capella* because girls overwhelmingly told researchers that their lives lacked the structure, familiarity and sense of direction former generations had experienced: "like carrying a tune without music." During the study girls were asked about topics such as world concerns, love and sexuality, self, careers and future plans, alcohol and drugs, physical and sexual abuse, and the quality of education and school life. The report includes a brief section titled "Emerging Issues" which suggests implications of the findings for schools.

Challenging the Double Standard, prepared by the FWTAO Status Committee, Margaret Gee, Chairperson. Federation of Women Teachers' Associations of Ontario (FED). 1978. ($2.00 C.).

A handbook presenting dozens of practical ideas that teachers can use to create gender equitable classrooms and learning environments. The handbook begins with a series of checklists which allow teachers and administrators to assess their own attitudes and values. Next, it provides classroom do's and don't's and suggestions for specific areas. It concludes with checklists for evaluating instructional materials for gender bias and with listings of classroom and professional resources. The resource list is somewhat dated, but this is otherwise an excellent publication. The suggestions are all practical, useful and relevant to today's classrooms.

Claiming an Education: Feminism and Canadian Schools, by Jane Gaskell, Arlene McLaren, and Myra Novogrodsky. Our Schools/Our Selves Education Foundation. Distributed by OISE Publishing (OIS). 1989. ($12.50 C.).

(Note - Subscribers to *Our Schools/Our Selves: A Magazine for Canadian Activists* received this book as part of their subscription.) This well-written, readable book is organized into four chapters. The first chapter addresses the issue of equal opportunity -- how women have participated and achieved in the educational system and what can be done to eliminate the inequalities which exist. The second chapter deals with curriculum, in the broadest possible sense. It asks what is taught in schools and how it is received by students. Both traditional views of the curriculum and contemporary gender equity projects are mentioned. The third chapter deals with mothers, child-care workers and teachers - those who do the educating, and are most often women. It explores some of the reasons why their status and often their salaries are lower than men's. Post-secondary education is addressed in the fourth chapter where the focus is on equality of opportunity and on the need to revalue the important educational work of teachers.

Confronting the Stereotypes. Second Edition. Manitoba Education. Distributed by the Manitoba Textbook Bureau (MTB). 1985.

Volume I - Kindergarten to Grade 4 - $3.20 plus shipping (must be prepaid). Order No. 70050.
Volume II - Grades 5 to 8 - $3.70 plus shipping (must be prepaid). Order No. 70051.

Analyzes for gender, race, and class bias, all new textbooks which have been approved for use in Manitoba schools as of September, 1984. The introduction to Volume I states that, while publishers have tried to rid textbooks of biases, stereotypes and negative images, they remain prevalent in current approved materials. Each volume begins with a short list of suggestions of ways that teachers can eliminate gender bias in their classrooms. Although the textbooks analyzed are those authorized in Manitoba, these volumes will be relevant in Saskatchewan because many of the same textbooks are used in this province.

Courting Equality (Videotape). Women's Legal Education and Action Fund Inc. Available for duplication at a nominal fee from Media House Productions (MHP). 1989. 25 minutes. Order No. V02924.

A discussion among four women and flashbacks of past events are used to explore the implications of women's treatment before the law. It is recognized that equal treatment can create unfair results. A number of issues affecting women in Canadian society are discussed. The role of the Women's Legal Education and Action Fund (LEAF), an organization dedicated to achieving equality for the women of Canada by using the guarantees in the Canadian Charter of Rights, is emphasized. Would be particularly useful during the awareness stage of a gender equity project.

Doctor, Lawyer, Indian Chief (Videotape). National Film Board. Available for duplication at a nominal fee from Media House Productions (MHP). 1986. 29 minutes. Order No. V02916.

Profiles of five Aboriginal women from across Canada who have achieved success in a variety of careers: as the Yukon legislature's first Aboriginal woman minister, as a deck hand on a fishing boat, as a teacher, a lawyer, and an Indian Chief. Each of these women talks about how she got to where she is today, and attests to the importance of Aboriginal culture -- its values, art, and spiritual beliefs -- in helping her to develop a sense of self and seeing her through rough times.

Would be useful during the awareness phase of a gender equity project, particularly in schools with high Aboriginal populations, to illustrate the kinds of achievements that are possible for female students.

Especially for Women: Programs and Services Offered by School Boards. Canadian Education Association (CEA). 1988. ISBN 0-920315-26-7 ($5.00 C.).

Descriptions of programs offered for women by school boards across Canada. Covers both programs for school staff (professional development and employment equity) and programs for women in the community (programs for teen mothers, re-entry programs for women who have been out of the workforce). A list of contact people is given for readers who wish to obtain more information about specific programs. Of interest to professional development groups, educational administrators, boards of education and others with responsibility for developing educational programs.

The Eternal Other (Videotape). Access Network. Available for duplication for a nominal fee from Media House Productions (MHP). 1986. 29 minutes. Order No. V03471.

Gender is one of the most basic divisions of human existence. Our society has taught boys and girls that they have different economic, domestic and social roles in life. This program looks at the concept of gender roles and demonstrates how these differ within various societies. It also examines some of the ways in which people are beginning to break predetermined patterns of behaviour. An excellent resource for beginning to build an understanding of the subtle influence of gender expectations.

The Fable of He and She (Film). Marlin Motion Pictures. Available on loan from Media House Productions (MHP). 1974. 12 minutes. Order No. 5899.

An animated fable which challenges stereotyped and gender-inequitable thinking and celebrates the joys of individual self-expression.

Feeling Yes, Feeling No: A Sexual Assault Prevention Program Curriculum Guide. Vancouver School Board (VSB). 1987. ($25.00 C.).

Designed for students in grades four to six, *Feeling Yes, Feeling No* is to be used with the National Film Board videos of the same title. The program is intended to help students recognize, prevent and deal with sexual abuse. The following topics are covered:

- My body's nobody's but mine
- Communicating feelings
- Sexual assault by a stranger
- Sexual assault by someone you know and getting the help you need
- Problem solving and assertiveness training
- Self-protective behaviour

Each topic includes a number of classroom activities. The program concludes with implementation guidelines. These guidelines emphasize the importance of involving parents and getting parents' permission before beginning the program.

Note: The National Film Board videotapes which accompany this curriculum have not been evaluated by Saskatchewan Education.

Focus (Periodical). Saskatchewan Women's Secretariat (SWS). Four times a year. (Free).

Each issue of *Focus* features profiles of Saskatchewan women. Recent themes have included women in non-traditional careers and women working in the sciences. News about educational programs and career opportunities is sometimes also included. Would be useful during the awareness stage of a gender equity project.

Focus on Your Future (Videotape). AV Production House. Available for duplication for a nominal fee from Media House Productions (MHP). 1990. 9 minutes. Order No. V3518. (A copy of this video has been distributed to each Saskatchewan high school).

Designed to begin discussions among teens, parents, and teachers about career preparation. Encourages students of both genders to consider a wide range of careers.

A Guide to Non-Sexist Children's Books: Vol. II 1976-1985, edited by Denise Wilms and Ilene Cooper. Academy Chicago. Distributed by Scholarly Book Services (SBS). 1987. ISBN 0-89733-162-2 ($17.95 U.S. cloth).

An easy-to-use, age-graded list for librarians, teachers and parents of picture books,

novels and non-fiction for students from elementary to secondary. Although mainly about girls and women, the 600 books listed deal with bright, independent people of both genders. Author, title and subject index.

Handbook for Achieving Sex Equity Through Education, edited by Susan S. Klein. Johns Hopkins University Press. Distributed by Lynn McClory, Cassandra Books (MCL). 1985. ISBN 0-8018-3843-6 ($18.95 U.S. paper).

The authors of this volume have two purposes: to help bring about sex equity in education and to achieve sex equity in society through education. There are sections on assumptions about the nature and value of sex equity, administrative strategies for implementing sex equity, general educational practices for promoting sex equity, sex equity in the content areas, sex equity strategies for specific populations, and sex equity from early through post-secondary education. Some chapters are quite academic in tone, others contain practical, concrete suggestions for implementing gender equity.

The Handbook of Nonsexist Writing for Writers, Editors and Speakers. Second edition, by Casey Miller and Kate Swift. Harper and Row. Distributed by Harper Collins (HCB). 1988. ISBN 0-06-181602-7 ($21.50 C. cloth), ISBN 0-06-096238-0 ($10.95 C. paper).

An easy-to-read and occasionally humorous handbook. The authors use hundreds of examples, mostly from published sources, to illustrate the subliminal messages that sexist writing conveys. Solutions ranging from word substitutions to suggestions for rewriting are supplied for each sexist example. Will be useful to all teachers and educational administrators and is suitable for inclusion in a high school or middle school library collection.

I Want to Be an Engineer (Videotape). National Film Board. Available for duplication at a nominal fee from Media House Production (MHP). 1983. 29 minutes. Order No. V02921.

This film provides a lively introduction to the professional and personal lives of three female engineers -- just a few of the growing number of women who are opting for "non-traditional" jobs. Their enthusiasm for and commitment to their work makes them convincing role models for high-school girls who might be considering engineering as a career possibility. As well, the film is effective in fostering positive attitudes towards women working in the traditionally male professions of science and technology.

Could be shown during the awareness phase of a gender equity project to build support for the project.

The IDEA Book: A Resource for Improving the Participation and Success of Female Students in Math, Science and Technology/Cahier d'IDEES: Un guide pour accroître la participation et la réussite des élèves de sexe feminin dans le domaine des mathématiques, des sciences et de la technologue, by Heather-Jane Robertson. Canadian Teachers' Federation (CTF). 1988. ($5.00 C.).

This short practical publication begins with a discussion of the reasons why girls' participation in math and science is limited. It includes suggestions for educators who wish to increase participation and guidelines for successfully implementing innovative programs. Lists of contact people who are working in this area conclude the publication. The text is provided in both English and French.

In a Different Voice: Psychological Theory and Women's Development, by Carol Gilligan. Harvard University Press. Distributed by Book Centre (BCN). 1982. ISBN 0-674-44543-0 ($28.95 C. cloth), ISBN 0-674-44544-9 ($11.50 C. paper).

Gilligan argues that theories of moral development such as those of Kohlberg, Erickson and Freud are based on male experience and on the assumption that male experience is the norm. They ignore women's experience -- women's "voices." It is not surprising then that women are seen as deficient or as operating at a lower moral level than men. She asserts that this is not the case, rather women operate from a moral perspective that is different from that of men. They tend to define moral questions in terms of human need, caring and commitment while men tend to see them in terms of justice and individual autonomy. The implications of her theory are tremendous for teachers and others who deal with children and adolescents.

This is a scholarly, academic book and so is not light reading; moreover, the writing is not always well organized. Nevertheless, it will be valuable to everyone with an interest in children's psychological development.

Mapping the Moral Domain: A Contribution of Women's Thinking to Psychological Theory and Education, edited by Carol Gilligan, Janie Victoria Ward, and Jill McLean Taylor. With Betty Bardige. Centre for the Study of Gender, Education and Human Development, Harvard University Graduate School of Education. Distributed in the U.S. by Harvard University Press, in Canada by Book Centre (BCN). 1988. ISBN 0-674-54832-9 ($43.50 C. cloth), ISBN 0-674-54831-0 ($18.95 C. paper).

In her 1982 book, *In a Different Voice*, Gilligan theorized that women and men have different perspectives on moral questions. Women tend to see moral questions in terms of human need, caring and commitment; men tend to see them in terms of justice and individual autonomy. This book of essays builds upon her earlier work and further explores differences in moral voice and moral orientation. Several of the essays deal specifically with the development of children and adolescents and so are of special interest to teachers. The essay format and the less formal writing style make *Mapping the Moral Domain* an easier book to read than *In a Different Voice*.

Maximizing Young Children's Potential: A Non-sexist Manual for Early Childhood Trainers, developed by Project T.R.E.E. (Training Resources for Educational Equity) Women's Educational Equity Act Program (WEEA). 1980. $6.75 U.S.

This manual was written to train those who work with young children in gender-equitable teaching techniques. Although intended primarily for classroom staff, the manual will also be useful for training support staff and others who come into contact with young children. It provides step-by-step plans for conducting workshops relating to three important areas: curriculum, literature and language. There are also sections on creating a gender equitable early childhood classroom, on conducting successful workshops and on resources. This is an extremely useful publication for university faculty, inservice presenters or anyone else who trains teachers of young children. The section on resources is heavily American and somewhat dated and so will be less useful than the rest of the publication.

Men's Studies: A Selected and Annotated Interdisciplinary Bibliography, by Eugene R. August. Libraries Unlimited (LUL). 1985. ISBN 0-87287-481-8 ($30.00 U.S.).

The compiler of this annotated bibliography disputes the argument that all traditional academic disciplines are men's studies. He argues that there is a need for greater knowledge about men's role and status in modern society. The bibliography lists books which address that topic. Most items listed are written at a high school or adult reading level. Individual items listed in the bibliography have not been evaluated by Saskatchewan Education and therefore should be previewed before purchase.

The More Things Change... the More They Stay the Same, by Elaine Batcher, Alison Winter and Vicki Wright. Federation of Women Teachers' Association of Ontario (FED). 1987. ISBN 0-9693006-0-3 ($4.00 C.).

This publication presents the findings of a team of researchers, who evaluated for balanced presentation of the genders, a major sample of all the readers recommended for use in Ontario's elementary schools in 1986. The evaluation criteria included numerical representation and character presentation of the genders, story conditions and diversity of the content. Distinct biases were found, especially in the numerical representation and character presentation of the genders. Although the evaluation of readers was done within an Ontario context, it has relevance to Saskatchewan because many of the same reading series are used here. This resource would help teachers become aware of the types of bias evident in particular readers so that they can develop teaching strategies to counterbalance the bias.

Nonsexist Research Methods: A Practical Guide, by Margrit Eichler. Unwin Hyman. Distributed by Harper Collins (HCB). 1988. ISBN 0-04-497044-7 ($40.50 C. cloth), ISBN 0-04-497045-5 ($12.95 C. paper).

The author identifies seven different types of gender bias which can occur in social science research and discusses them in detail. The book begins with an introductory chapter which briefly describes the seven problems, and concludes with guidelines for nonsexist research and a nonsexist research checklist. This well-organized handbook will be of interest to all teachers and administrators, since it will assist them to critically analyze research studies reported in educational journals and textbooks. May also be useful during the assessment stage of a gender equity project.

The Nonsexist Word Finder: A Dictionary of Gender Free Usage, by Rosalie Maggio. Beacon Press. Distributed by Oxford University Press (OUP). 1988. ISBN 0-8070-6001-1 ($16.95 C. paper).

The body of the *Word Finder* is a listing of over 5,000 sexist words and phrases and of more appropriate terms which might be used in their place. Two short appendices provide guidelines for gender-fair writing and readings on the topic of gender in language. Teachers and educational administrators will find the *Word Finder* a useful tool in their daily work. It would also be useful in a high school or middle school library.

No Way! Not Me (Videotape). National Film Board. Available for duplication at a nominal fee from Media House Productions (MHP). n.d. 30 minutes. Order No. V02891.

Rosemary Brown, Canadian human rights activist, politician and educator, speaks to a group of high school students about women and poverty. She provides facts and figures about the incidence of female poverty in Canada and discusses what poverty means for women's everyday lives. She emphasizes that young women must take control of their own lives and their own careers if they wish to avoid a lifetime of poverty. She also emphasizes the need for equality of males and females in the home and the workplace. A good video to use during the awareness phase of a gender equity program to illustrate the need for gender equity.

One Onion at a Time (Videotape). Canadian Petroleum Association. Available for duplication for a nominal fee from Media House Productions (MHP). 1988. 18 minutes. Order No. V2687.

While this video encourages female students to consider math and science courses in high school and their application in choice of career, it serves to assist all students with career planning and encourages them to stay in school. Useful during the awareness stage of a gender equity project or for student development.

Organizing for Change (Videotape). ACCESS Network. Available for duplication for a nominal fee from Media House Productions (MHP). 1986. 29 minutes. Order No. V03475.

Fundamental changes in attitude and law have been slow through conventional political structures. To make faster progress, women have organized outside of the mainstream system. This program discusses the progress and diversity of the women's movement in working to find solutions to world peace, the feminization of poverty, the patriarchal value system, and racism.

Progress as Paradox: A Profile of Women Teachers, by Linda MacLeod. Canadian Teachers' Federation (CTF). 1988. ($5.00 C.).

MacLeod provides a statistical overview of the status of women teachers in Canada. Among the topics addressed are: women's participation in the teaching profession, their employment in administrative positions, the characteristics of women teachers, salary and benefits received by women teachers, and the power of women teachers. As well as providing statistics she discusses the implications of each of these trends. She concludes that while education is in a growth period, women educators are not reaping the benefits of this growth. They lag behind men in qualifications, experience and pay.

MacLeod suggests that structural contradictions rooted in our educational system impede the progress of women educators toward greater equality of opportunity, choice and representation. For example, she suggests that the clash between the goals and ideals of most women teachers and the current hierarchical, bureaucratic structure of education is one possible barrier to change. Some readers will find *Progress as Paradox* controversial and all readers will find it thought-provoking.

Sexual Harassment in the Workplace (Videotape). Labour Canada. Distributed by Mirror Image Duplications (MID). 1988. 19 minutes. ($17.95 C.).

This videotape presents a series of vignettes which will help viewers identify the difference between sexual harassment and normal working relationships. The setting for the vignettes is the business office rather than the school. Nevertheless, the information presented can be easily generalized to other situations. Would be useful for high school and adult audiences.

Thumbs Down: A Classroom Response to Violence Towards Women. Canadian Teachers' Federation (CTF). 1990. (Free).

Thumbs Down was developed in response to the Montreal Massacre of 1989. It includes suggestions for introducing the topic of violence to students. Teachers are encouraged to review individual activities for appropriateness with their students, particularly Magic Circle and role-playing activities suggested for the elementary level.

Also included are readings and fact sheets on topics such as dating violence and wife abuse, and a list of National Film Board productions on family violence. The readings and fact sheets are intended for teacher reference rather than for student use. The document concludes with a copy of the declaration "On Violence Against Women", by the federal and provincial Ministers responsible for the Status of Women.

The Tomorrow Builders: "Women in Construction" (Videotape). Canadian Construction Association (CCA). 1989. 12 minutes. ($25.00 C.). (Available in English and French).

Designed to encourage women to enter the construction field, this videotape features profiles of several women in different construction jobs. A carpenter, electrician, iron worker, crane operator and estimator are among the individuals profiled. Will be useful to illustrate how gender equity can help women build satisfying and financially rewarding careers in non-traditional occupations. Also useful for student development.

To Play With the Best (Videotape). The Joint Human Resources Committee. Available for duplication for a nominal fee from Media House Productions (MHP). 1989. 15 minutes. (Available in English or French). Order No. V03492 (English) or V03493 (French).

Describes the electrical manufacturing industry and some of its challenging technical careers. For students to be eligible for these careers, they must stay with their mathematics and science courses in high school. Features interviews with young technical people employed in the industry--many of them women. Useful during the awareness stage of a gender equity project or for student development.

Toward Other Images: Positive Image Books: An Annotated Bibliography for Elementary Schools. Third edition. Federation of Women Teachers' Associations of Ontario (FED). 1984. ($1.75 C.).

This annotated bibliography lists books for children which present positive images of both female and male characters. Items listed are grouped according to interest level (primary, intermediate, etc.) and there is a short listing of reference books. Books are listed by title within each section and a publishers' directory is included.

What Will Tomorrow Bring? A Study of the Aspirations of Adolescent Women, by Maureen Baker. Canadian Advisory Council on the Status of Women (CAC). 1985. ISBN 0-660-11777-0 (Free).

After interviewing 150 adolescents, the researchers who participated in this study concluded that many adolescents held notions of the future that did not tally with the likely outcome of their adult lives. "In the eyes of many of these adolescents, there is no unemployment in their future, no divorce, and no poverty. Only interesting jobs,

adequate incomes, loving husbands, trouble-free children, home ownership, and international travel were on their horizons. Although adolescents are aware on an intellectual level that world peace is in jeopardy, families are breaking up, and many people are living in poverty, they tend to feel that they are immune to these external forces."

The authors suggest that young people, particularly young women, need to be sensitized to the realities of women in the workplace, the impact of technology on women's jobs, the difficulties of raising children as a single parent and to the increasing need for two incomes in the family. This publication will, naturally, be of relevance to guidance counsellors, but it will also be of interest to all teachers who are trying to help students prepare realistically for independent life.

When I Grow Up: Career Expectations and Aspirations of Canadian School Children. Labour Canada (LCA). 1986. ISBN 0-662-14968-8 (Free).

Children tend to believe in an abstract way that both females and males can enter any profession they wish, but on a personal level say that they would choose an occupation traditional for their sex. This is one of the most important findings of a study which surveyed 700 children across Canada, aged 6-14 years, from a variety of socio-economic, cultural and linguistic backgrounds. The study also found that girls tend to see themselves as mothers with small children, with a husband and father to provide for the family. They seemed to be unaware of the many years that women, even those who are mothers, do not have responsibility for dependent children. They also seemed to be unaware of the frequency with which divorce and single parenthood occurs in our society. Of particular interest to guidance counsellors and elementary teachers.

Women and Men in Education: A National Survey of Gender Distribution in School Systems, by Ruth Rees. Canadian Education Association (CEA). 1990. ISBN 0-920315-40-2 ($14.00 C.).

In late 1988, at the request of the Canadian Education Association, Rees surveyed school boards across Canada to determine the current status of women and men employed within education. The emphasis was not on classroom teachers but rather on those men and women who are in positions of added responsibility (beyond classroom teaching), for example: Directors of Education, principals, department heads, and curriculum resource teachers. This report presents the results of that research. There is a chapter for each province and tables which show educational positions held by women and men in the province, and vacancies and hiring of women and men by school boards. The programs and policies of provincial departments of education and teachers' associations are also discussed.

This report will be of particular interest to Directors of Education, boards of education, and others with responsibility for the hiring of educational personnel.

Women in Canada: A Statistical Report. Second edition. Statistics Canada (STATS). 1990. ISBN 0-660-13248-6 ($35.00 C., 30% educational discount). Statistics Canada catalogue number 89-503E.

A statistical profile of the lives of Canadian women. There are sections on women in the population, family, housing and households, education, women in the labour force, income, health, women in the justice system and minority groups. Like most Statistics Canada publications, it contains tables primarily, but the four-page point-form summary of highlights which begins the publication is very readable. This publication may be particularly useful during the awareness stage of a gender equity program. The facts and figures it provides can be used to illustrate the need for gender equity and to present a realistic portrait of women's status in Canadian society.

Women's Studies: A Recommended Core Bibliography: 1980-1985, by Catherine R. Loeb, Susan E. Searing, Esther F. Stineman, with the assistance of Meredith J. Ross. Libraries Unlimited (LUL). 1987. ISBN 0-87287-472-9 (complete version, $55.00 U.S.) ISBN 0-87287-598-9 (abridged version, $23.50 U.S.).

Most books and periodicals listed in this selected annotated bibliography on women's studies are written at a high school or adult reading level. Some, but not all, of the items are American-oriented. Individual items listed in the bibliography have not been evaluated by Saskatchewan Education and therefore should be previewed before purchase.

Women's Ways of Knowing: The Development of Self, Voice, and Mind, by Mary Field Belenky, Blythe McVicker Clinchy, Nancy Rule Goldberger, and Jill Mattuck Tarule. Basic Books. Distributed by Harper Collins (HCB). 1986. ISBN 0-465-09212-8 ($27.50 C. cloth), ISBN 0-465-09213-6 ($16.95 C. paper).

The authors argue that there are differences in the way that women and men interpret and construct knowledge. They use interview data from women with a wide range of backgrounds to develop a theory of how women learn. Their theory suggests that women see knowledge as "constructed"--as connected to experience--while men see it as something which exists independent of their own experience. They call for "connected teaching" which will allow students to relate their personal and subjective experiences to what is being taught.

The book is full of quotes and anecdotal information which serve as background for the development of the authors' theory. It lacks summary paragraphs, and may at times be difficult to follow. However, it has become a contemporary classic and has tremendous importance for educators.

A Word In Edgewise. (Videotape). A W.A.V.E. Production. (CFDA). 1986. 25 minutes. $375.00. (Available on loan from Saskatchewan Education Regional Offices.)

This documentary takes an informative and amusing look at sexism in language. By examining everyday language practises as well as historical developments in the English language, it explores many aspects of language bias and its effect on our perception of the world. The documentary presents language alternatives while illustrating how our unconscious use of sexist language continues to perpetuate sexist views.

Community Resources

Canadian Advisory Council on the Status of Women
110 O'Connor Street, 9th Floor
Box 1541, Station B
Ottawa, ON
K1P 5R5
Telephone: (613) 992-4976

The Canadian Advisory Council on the Status of Women (CACSW) is an independent organization funded by the federal government. The Council's mandate is to advise the government and inform the public on matters of concern to women. The CACSW does indepth research on a wide variety of issues affecting women and publishes its findings in the form of books and pamphlets. Some of the Council's publications would be appropriate for inclusion in a high school library collection. All are available free of charge. Write for a publications list.

Canadian Construction Association
Employment Equity Program
85 Albert Street
Ottawa, ON
K1P 6A4
Telephone: (613) 236-9455

The Canadian Construction Association has produced a number of print materials promoting the trades and technical occupations as careers for women. Most are suitable for school use.

Council On Interracial Books for Children Inc.
1841 Broadway
New York, NY 10023
Telephone: (212) 757-5339

Most of the Council's publications deal with racism, but a few focus on identifying and counteracting gender inequities in literature and educational materials.

Educational Equity Concepts Inc.
114 East 32nd Street
New York, NY 10016
Telephone: (212) 725-1803

The materials developed by Education Equity Concepts address several aspects of equity. Topics covered by the various publications include gender equity, equity for people with disabilities and teen parenting. Some, but not all, of the materials are American-oriented.

The Equity Institute
P.O. Box 30245
4715 Cordell Avenue
Bethesda, MD 20814
Telephone: (301) 654-2904

Most of the publications of the Equity Institute focus on American women who have achieved in non-traditional career fields. Using these publications may be a useful way of providing role models for both male and female students, but they should be balanced with appropriate Canadian materials.

Federation of Women Teachers' Associations of Ontario
1260 Bay Street
Toronto, ON
M5R 2B8
Telephone: (416) 964-1232

The Federation publishes both professional development and classroom materials. Some, but not all, of these materials relate to gender equity. The most relevant professional development materials are listed in this resource directory. The classroom materials may be suitable for inclusion in elementary and high school libraries. There is a nominal charge for all materials.

Kids Can Press
Distributed by University of Toronto Press
10 St. Mary Street, Suite 700
Toronto, ON
M4Y 2W8
Telephone: (416) 978-2239

Kids Can Press endeavours to publish children's books which are free of stereotypes and which show individuals and families in both non-traditional and traditional situations.

Media Watch
National Office
#250 - 1820 Fir Street
Vancouver, BC
V6J 3B1
Telephone: (604) 731-0457

Media Watch is concerned specifically about gender equity in the Canadian media. It publishes a regular *Bulletin* featuring articles on media products and occasionally produces print and audiovisual resources on the ways in which the genders are presented by the media.

National Film Board of Canada
424 - 21st Street East
Saskatoon, SK
S7K 0C2
Telephone: (306) 975-4245
or toll-free 1-800-661-9867

The National Film Board has produced many films and videos which relate to gender equity, women's issues and women's career development. Write for a catalogue of films and videos which can be rented for a small charge. Although the catalogue provides a detailed description of each production, all should be previewed before using them with a class.

National Women's History Project
7738 Bell Road
Windsor, CA 95492
Telephone: (707) 838-6000

The National Women's History Project has produced a considerable amount of material on integrating U.S. women's history into the curriculum. In addition, the project distributes hundreds of print and audiovisual resources from other publishers on the topic of gender equity. Although some of these deal with American history or with prominent American women, others would be highly appropriate in Canadian classrooms.

New England Centre for Equity Assistance
300 Brickstone Square
Suite 900
Andover, MA 01810
Telephone: (508) 470-1080

Teen pregnancy and parenting, and gender equity in education are among the topics covered in the publications produced by this organization. Both student and professional materials are published. Some, but not all, materials are American-oriented.

Saskatchewan Action Committee, Status of Women (SAC)
2343 Cornwall Street
Regina, SK
S4P 2L4
Telephone: (306) 522-3777

SAC publishes a regular magazine *Network* and news bulletin *ACTION* which feature analytical articles on various issues of concern to women. It operates a resource centre containing books, newspaper clippings, periodicals, etc. and serves as an educational and advocacy group.

Saskatchewan Teachers' Federation
P.O. Box 1108
Saskatoon, SK
S7K 3N3
Telephone: (306) 373-1660

The STF has a number of programs and initiatives relating to gender equity. These include:

- Stewart Resource Centre--Books and audiovisual materials on gender equity are available for loan from the Centre. The Centre has produced a bibliography which lists all of its resources in this area.

- Women in Education Committee--This is a standing committee to the Federation's executive. Its mandate is to advise the executive on issues relating to women. As well, it sometimes organizes workshops and seminars on gender equity issues for educators and others interested in the topic.

- Professional development and teacher welfare staff--The staff provides workshops and inservice sessions upon request on gender equity issues.

- Saskatchewan Professional Development Unit (S.P.D.U.)--The unit organizes inservice sessions on gender equity issues on a fee-for-service basis.

- S.T.F. summer short courses--Short courses are organized to reflect the interests of Saskatchewan teachers. Most summers at least one course on equity issues is offered.

Saskatchewan Women's Secretariat
1914 Hamilton Street
Regina, SK
S4P 4V4
Telephone: (306) 787-7401

The Secretariat publishes a variety of materials for middle years and high school students. Most materials are intended to encourage young women's career development. All materials have a Saskatchewan focus. Write for a current listing of materials available.

Women in the World
Curriculum Resource Project
1030 Spruce Street
Berkeley, CA 94707
Telephone: (415) 524-0304

Materials produced by this curriculum project focus on the role and contribution of women in different cultures and different historical periods. Most materials have an American orientation.

Women's Educational Equity Act (WEEA) Publishing Centre
Education Development Centre Inc.
55 Chapel Street, Suite 200
Newton, MA 02160
Telephone: (617) 969-7100

Over 200 gender-fair educational resources are available from the WEEA publishing Centre. Materials are designed for all ages, from early childhood to post-secondary. Subject areas include language arts, social studies, math/science, physical education, revising the curriculum, dropout prevention, educational administration, adult/community programs and teacher training. Many WEEA materials were developed in the early 1980s and so are somewhat dated and many have a strong American orientation. Nevertheless, WEEA is a valuable source for student and teacher materials on the topic of gender equity.

Publisher/Distributor Directory

BCN Book Centre
1140 Beaulac Street
Montreal, PQ
H4R 1R8

CAC Canadian Advisory Council
on the Status of Women
110 O'Connor Street, 9th Floor
Box 1541, Station B
Ottawa, ON
K1P 5R5

CCA Canadian Construction
Association
c/o Coordinator Employment
Equity Program
85 Albert Street
Ottawa, ON
K1P 6A4

CEA Canadian Education Association
252 Bloor Street West,
Suite 8-200
Toronto, ON
M5S 1V5

CFDA Canadian Filmmakers'
Distribution Atlantic
1588 Barrington Street
Halifax, NS
B3J 2Z6

CTF Canadian Teachers' Federation
110 Argyle Avenue
Ottawa, ON
K2P 1B4

FED Federation of Women Teachers'
Associations of Ontario
1260 Bay Street
Toronto, ON
M5R 2B8

HCB Harper Collins Books
1995 Markham Road
Scarborough, ON
M1B 5M8

LCA Labour Canada
4th Floor, 1955 Smith Street
Regina, SK
S4P 2N8

LUL Libraries Unlimited
P.O. Box 3988
Englewood, CO 80155 - 3988

MCL Lynn McClory
Cassandra Book Sales
13 Madison Avenue, 1A
Toronto, ON
M5R 2S2

MHP Media House Productions
1174 Winnipeg Street
Regina, SK
S4R 1J6

MID Mirror Image Duplications Ltd.
Unit 109
15 Capella Court
Nepean, ON
K2E 7X1

MTB Manitoba Textbook Bureau
277 Hutchings Street
Winnipeg, MB
R2X 2R4

OIS OISE Publishing
252 Bloor Street West
Toronto, ON
M5S 1V5

OUP Oxford University Press
70 Wynford Drive
Don Mills, ON
M3C 1J9

SWS Saskatchewan Women's
Secretariat
1914 Hamilton Street
Regina, SK
S4P 4V4

SBS Scholarly Book Services
75 Horner Avenue, Units 11-13
Toronto, ON
M8Z 4X5

STATS Statistics Canada
Publication Sales
Ottawa, ON
K1A 0T6

VSB Program Publications
Vancouver School Board
2530 East 43 Avenue
Vancouver, BC
V5R 2Y7

WEEA Women's Educational Equity Act
Publishing Centre
Educational Development
Centre Inc.
55 Chapel Street, Suite 200
Newton, MA 02160